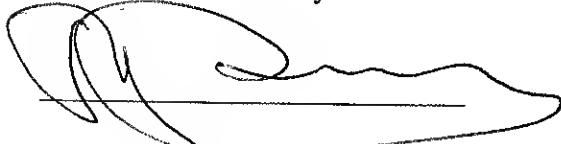


## MEMORANDUM OF AGREEMENT

- A. Effective May 19, 2010, the Communication Workers of America, AFL-CIO (the "Union") and the Lambertville Municipal Utilities Authority (the "Authority) agree to extend the current collective bargaining agreement through June 30, 2013. All provisions of the agreement shall remain in full force and effect except as modified below:
1. All holidays that fall on a Saturday or Sunday shall be celebrated on those days.
  2. The present practice of combining the one-half hour morning break with the one-half hour lunch break so as to create a full one hour lunch shall be continued unless changed by mutual agreement of the parties.
  3. The annual work shoe allowance will be increased to \$125.00
  4. Unused sums of the annual \$400 allowance for dental and/or eyeglass expenses shall accrue to a maximum of \$1200. Any money earned from this allowance shall accrue for up to three (3) years to a maximum of \$1200. Any additional money earned for the allowance in subsequent years may be added to the accrued amount, however, the amount in the allowance can not exceed \$1200. Employees will not be paid for any unused funds left in the allowance upon separation of employment for any reason.
  5. From the effective date of this contract extension through June 30, 2011 there shall be no across the board salary increases. Effective July 1, 2011 all employees shall receive a 1.5% across the board salary increase. Effective July 1, 2012 all employees shall receive a 2% across the board salary increase.
  6. If any provisions of this contract extension are determined to be in conflict with Federal or State law the parties agree to bargain over the effects of such determinations.
- B. The parties agree this Memorandum of Agreement shall set no precedents for any future agreements that may be negotiated between the parties.

For the Authority:



---

For the Union:


---